

What is a Disability?

Contact Us

Indiana Civil Rights Commission
100 North Senate Avenue, Room N103
Indianapolis, Indiana 46204

A disability is a physical or mental impairment that substantially limits a major life activity.

Areas of Enforcement

Persons with a disability can file a claim with the Indiana Civil Rights Commission in the following areas:

- Employment
- Housing
- Public Accommodation
- Education
- Credit

Also protected by the laws are persons who:

- Have a record of such an impairment
- Are perceived as having such an impairment

This usually means a long-term impairment as opposed to common illnesses or injuries, such as cold, flu, broken bone, etc.

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If You Believe Your Rights Have Been Violated...

The Indiana Civil Rights Commission is ready to help you with any claim involving discrimination.

Claims of housing discrimination must be filed within one year of the alleged discriminatory act. All other claims of discrimination must be filed within 180 days of the occurrence



Individuals with Disabilities



Areas of Enforcement

The ICRC accepts discrimination complaints in the following areas:



Employment

Indiana Civil Rights Laws protect persons with disabilities from:

- **Disparate treatment**

Less favorable treatment than similarly-situated, non-disabled employees

- **Disparate impact**

A neutral policy has greater negative impact on persons with disabilities (ie. some "no fault" attendance policies)

- **Failure to accommodate**

Denying a reasonable change in policies or procedures for an employee with a disability

Housing

The Indiana Fair Housing Act requires housing providers to:

- **Make Accommodations**

Changes in policies, such as assigned parking & permitting service animals

- **Allow Modifications**

Allowing tenant to make changes in physical structure, such as ramps, grab bars, doorway widening and carpet removal (often at tenant's expense)

- **Design & Construct Accessible Housing**

Apartments/condos built after 1991 must be accessible to people in wheelchairs (doorway width, slope of sidewalks, sufficient space in kitchens and baths, etc.)

Education

The Individuals with Disabilities in Education Act (IDEA) requires K-12 schools to provide special instruction and services to students with disabilities:

- **Assess need for services**

- **Develop Individual Education Program (IEP) with parental input**

- **Provide services in accordance with IEP**



Public Accommodation

The Americans with Disabilities Act requires establishments offering goods or services to the public to eliminate barriers to access that are "readily achievable."

- **Depends on financial ability of business and cost of removing the barrier**

- **Applies to mobility impairments, as well as blindness, deafness, etc.**

- **Businesses must allow entry of service animals**

